



DEVAL L. PATRICK
Governor
TIMOTHY P. MURRAY
Lieutenant Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF OCCUPATIONAL SAFETY

Prevailing Wage Rates

As determined by the Commissioner under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H



JOANNE F. GOLDSTEIN
Secretary of Labor and Workforce Development
GEORGE E. NOEL
Director of Labor
HEATHER E. ROWE
Acting Commissioner of
Division of Occupational Safety

Awarding Authority: Marlborough Community Development Authority

Contract Number:

City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification	Effective Dates and Total Rates								
Construction									
(2 AXLE) DRIVER - EQUIPMENT				06/01/2010	\$43.830	12/01/2010	\$44.430	06/01/2011	\$45.180
				12/01/2011	\$45.840	06/01/2012	\$46.490	12/01/2012	\$47.520
(3 AXLE) DRIVER - EQUIPMENT				06/01/2010	\$43.900	12/01/2010	\$44.500	06/01/2011	\$45.250
				12/01/2011	\$45.910	06/01/2012	\$46.560	12/01/2012	\$47.590
(4 & 5 AXLE) DRIVER - EQUIPMENT				06/01/2010	\$44.020	12/01/2010	\$44.620	06/01/2011	\$45.370
				12/01/2011	\$46.030	06/01/2012	\$46.680	12/01/2012	\$47.710
ADS/SUBMERSIBLE PILOT				08/01/2009	\$101.110	08/01/2010	\$104.640	08/01/2011	\$108.760
AIR TRACK OPERATOR				06/01/2010	\$45.500	12/01/2010	\$46.750	06/01/2011	\$47.750
				12/01/2011	\$49.000				
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.				12/01/2009	\$40.250				
ASPHALT RAKER				06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
				12/01/2011	\$48.500				
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE				06/01/2010	\$59.730	12/01/2010	\$60.980		
BACKHOE/FRONT-END LOADER				06/01/2010	\$59.730	12/01/2010	\$60.980		
BARCO-TYPE JUMPING TAMPER				06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
				12/01/2011	\$48.500				
BLOCK PAVER, RAMMER / CURB SETTER				06/01/2010	\$45.500	12/01/2010	\$46.750	06/01/2011	\$47.750
				12/01/2011	\$49.000				
BOILER MAKER				01/01/2010	\$55.850				
APPRENTICE: BOILERMAKER - Local 29									
Ratio	Step	1	2	3	4	5	6	7	8
1:5	%	65.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00
Apprentice wages shall be no less than the following:									
Step 1\$38.75/2\$38.75/3\$41.19/4\$43.64/5\$46.08/6\$48.53/7\$50.97/8\$53.42									
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)				03/01/2010	\$66.540	09/01/2010	\$67.940	03/01/2011	\$68.940
				09/01/2011	\$70.290	03/01/2012	\$71.290		
APPRENTICE: BRICK/PLASTER/CEMENT MASON - Local 1 Lowell									
Ratio	Step	1	2	3	4	5	6		
1:5	%	50.00	60.00	70.00	80.00	90.00	95.00		
Apprentice wages shall be no less than the following:									
Step 1\$44.61/2\$49.00/3\$53.38/4\$57.77/5\$62.15									
BULLDOZER/GRADER/SCRAPER				06/01/2010	\$59.380	12/01/2010	\$60.630		
CAISSON & UNDERPINNING BOTTOM MAN				06/01/2010	\$49.250	12/01/2010	\$50.500	06/01/2011	\$51.500
				12/01/2011	\$52.750				
CAISSON & UNDERPINNING LABORER				06/01/2010	\$48.100	12/01/2010	\$49.350	06/01/2011	\$50.350
				12/01/2011	\$51.600				
CAISSON & UNDERPINNING TOP MAN				06/01/2010	\$48.100	12/01/2010	\$49.350	06/01/2011	\$50.350
				12/01/2011	\$51.600				

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Prevailing Wage Rates



GEORGE E. NOEL
Director of Labor

HEATHER E. ROWE
Acting Commissioner of
Division of Occupational Safety

Classification		Effective Dates and Total Rates								
CARBIDE CORE DRILL OPERATOR		06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250			
		12/01/2011	\$48.500							
CARPENTER		03/01/2010	\$54.500	09/01/2010	\$55.380	03/01/2011	\$56.250			
		09/01/2011	\$57.380	03/01/2012	\$58.500					
APPRENTICE: CARPENTER - Zone 2 Eastern MA										
Ratio	Step	1	2	3	4	5	6	7	8	
1:5	%	50.00	60.00	70.00	75.00	80.00	80.00	90.00	90.00	
Apprentice wages shall be no less than the following:										
Step 1\$25.26/2\$28.43/3\$40.29/4\$41.87/5\$45.03/6\$45.03/7\$51.35/8\$51.35										
CEMENT MASONRY/PLASTERING		03/01/2010	\$62.500	09/01/2010	\$63.030	03/01/2011	\$63.410			
		09/01/2011	\$63.920	03/01/2012	\$64.300					
CHAIN SAW OPERATOR		06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250			
		12/01/2011	\$48.500							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES		06/01/2010	\$60.730	12/01/2010	\$61.980					
COMPRESSOR OPERATOR		06/01/2010	\$48.760	12/01/2010	\$49.690					
DELEADER (BRIDGE)		01/01/2010	\$63.410							
DEMO: ADZEMAN		06/01/2010	\$48.100	12/01/2010	\$49.350	06/01/2011	\$50.350			
		12/01/2011	\$51.600							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR		06/01/2010	\$49.100	12/01/2010	\$50.350	06/01/2011	\$51.350			
		12/01/2011	\$52.600							
DEMO: BURNERS		06/01/2010	\$48.850	12/01/2010	\$50.100	06/01/2011	\$51.100			
		12/01/2011	\$52.350							
DEMO: CONCRETE CUTTER/SAWYER		06/01/2010	\$49.100	12/01/2010	\$50.350	06/01/2011	\$51.350			
		12/01/2011	\$52.600							
DEMO: JACKHAMMER OPERATOR		06/01/2010	\$48.850	12/01/2010	\$50.100	06/01/2011	\$51.100			
		12/01/2011	\$52.350							
DEMO: WRECKING LABORER		06/01/2010	\$48.100	12/01/2010	\$49.350	06/01/2011	\$50.350			
		12/01/2011	\$51.600							
DIRECTIONAL DRILL MACHINE OPERATOR		06/01/2010	\$59.380	12/01/2010	\$60.630					
DIVER		08/01/2009	\$75.090	08/01/2010	\$77.440	08/01/2011	\$80.190			
DIVER TENDER		08/01/2009	\$60.220	08/01/2010	\$62.570	08/01/2011	\$65.320			
DIVER TENDER (EFFLUENT)		08/01/2009	\$78.810	08/01/2010	\$82.330	08/01/2011	\$86.460			
DIVER/SLURRY (EFFLUENT)		08/01/2009	\$101.110	08/01/2010	\$104.640	08/01/2011	\$108.760			
ELECTRICIAN		06/01/2009	\$53.090							
APPRENTICE: ELECTRICIAN - Local 96										
Ratio	Step	1	2	3	4	5	6			
2:3***	%	40.00	43.00	48.00	55.00	65.00	80.00			
Apprentice wages shall be no less than the following:										
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.										
Step 1\$22.20/2\$23.31/3\$31.82/4\$34.67/5\$38.77/6\$44.91										
ELEVATOR CONSTRUCTOR		01/01/2010	\$65.190	01/01/2011	\$66.690	01/01/2012	\$68.190			

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Acting Commissioner of
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Awarding Authority: Marlborough Community Development Authority

Contract Number:

City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification

Effective Dates and Total Rates

APPRENTICE: ELEVATOR CONSTRUCTOR - Local 4

Ratio	Step	1	2	3	4	5
1:1	%	50.00	55.00	65.00	70.00	80.00
Apprentice rates shall be no less than the following:						
Step 1 \$44.47/2 \$46.89/3 \$51.73/4 \$54.17/5 \$58.99						
Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						

ELEVATOR CONSTRUCTOR HELPER	01/01/2010	\$51.330	01/01/2011	\$52.830	01/01/2012	\$54.330
FENCE & GUARD RAIL ERECTOR	06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
	12/01/2011	\$48.500				
FIELD ENG. - INST. PERSON (BLDG, SITE, HVY CONST)	05/01/2010	\$56.950	11/01/2010	\$58.190	05/01/2011	\$59.430
FIELD ENG. - ROD PERSON (BLDG, SITE, HVY CONST)	05/01/2010	\$41.520	11/01/2010	\$42.250	05/01/2011	\$42.980
FIELD ENG.-CHIEF OF PARTY (BLDG, SITE, HVY CONST)	05/01/2010	\$58.320	11/01/2010	\$59.570	05/01/2011	\$60.820
FIRE ALARM INSTALLER	06/01/2009	\$53.090				
FIRE ALARM REPAIR / MAINTENANCE	06/01/2009	\$53.090				
FIREMAN (ASST. ENGINEER)	06/01/2010	\$53.760	12/01/2010	\$54.840		
FLAGGER & SIGNALER	06/01/2010	\$36.400	12/01/2010	\$36.400	06/01/2011	\$37.400
	12/01/2011	\$37.400				
FLOORCOVERER	03/01/2010	\$59.630	09/01/2010	\$60.380	03/01/2011	\$61.130
	09/01/2011	\$62.380	03/01/2012	\$63.630		

APPRENTICE: FLOORCOVERER - Local 2168 Zone 1

Ratio	Step	1	2	3	4	5	6	7	8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00
Apprentice rates shall be no less than the following:									
Step 1 \$27.35/2 \$29.13/3 \$39.93/4 \$41.71/5 \$45.32/6 \$47.10/7 \$50.69/8 \$52.47									
Steps are 750 hrs.									

FORK LIFT/CHERRY PICKER	06/01/2010	\$59.730	12/01/2010	\$60.980
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2010	\$48.760	12/01/2010	\$49.690
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2010	\$52.910		

APPRENTICE: GLAZIER - Local 35 Zone 2

Ratio	Step	1	2	3	4	5	6	7	8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00
Apprentice wages shall be no less than the following:									
Step 1 \$23.86/2 \$28.43/3 \$30.31/4 \$32.18/5 \$41.26/6 \$43.13/7 \$45.01/8 \$48.76									
Steps are 750 hrs.									

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2010	\$59.730	12/01/2010	\$60.980
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APPRENTICE: HOIST/PORT. ENG.- Local 4

Ratio	Step	1	2	3	4	5	6	7	8
1:6	%	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00
Apprentice wages shall be no less than the following:									
Step 1 \$30.40/2 \$44.42/3 \$46.33/4 \$48.25/5 \$50.16/6 \$52.07/7 \$53.99/8 \$55.90									

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Hayashi, Rieko

From: Falcone, Steve (DOL) [Steve.Falcone@state.ma.us]
Sent: Wednesday, June 09, 2010 3:24 PM
To: Hayashi, Rieko
Subject: RHAYASHI, 20100608-015 LABORER APPRENTICE WAGE CORRECTION

To Whom It May Concern:

Please be advised that a clerical error was made on wage schedule 20100608-015 issued to the City of Marlborough concerning the "Laborers Apprentice Information".

The correct apprentice information should read as follows;

Laborers

APPRENTICE: LABORER - Zone 2

Apprentice wages shall be no less than the following;

Step 1 \$33.61/ Step 2 \$36.40/ Step 3 \$39.18/ Step 4 \$41.97

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Division of Occupational Safety

Awarding Authority: Marlborough Community Development Authority

Contract Number:

City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification	Effective Dates and Total Rates					
HVAC (DUCTWORK)	02/01/2010	\$63.470	08/01/2010	\$64.720	02/01/2011	\$65.970
	08/01/2011	\$67.220	02/01/2012	\$68.470	08/01/2012	\$69.720
	02/01/2013	\$70.970				
HVAC (ELECTRICAL CONTROLS)	06/01/2009	\$53.090				
HVAC (TESTING AND BALANCING - AIR)	02/01/2010	\$63.470	08/01/2010	\$64.720	02/01/2011	\$65.970
	08/01/2011	\$67.220	02/01/2012	\$68.470	08/01/2012	\$69.720
	02/01/2013	\$70.970				
HVAC (TESTING AND BALANCING - WATER)	03/01/2010	\$68.730				
HVAC MECHANIC	03/01/2010	\$68.730				
HYDRAULIC DRILLS	06/01/2010	\$45.500	12/01/2010	\$46.750	06/01/2011	\$47.750
	12/01/2011	\$49.000				
INSULATOR (PIPES & TANKS)	09/01/2009	\$59.260	09/01/2010	\$61.660		
APPRENTICE: ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston						
Ratio	Step	1	2	3	4	
1:4	%	50.00	60.00	70.00	80.00	
Apprentice wages shall be no less than the following: Steps are 1 year						
Step 1 \$36.64/2\$41.16/3\$45.69/4\$50.21						
IRONWORKER/WELDER	03/16/2010	\$60.640				
APPRENTICE: IRONWORKER - Local 7 Worcester						
Ratio	Step	1	2	3	4	5 6
	%	60.00	70.00	75.00	80.00	85.00 90.00
Apprentice wages shall be no less than the following: Structural 1:6; Ornamental 1:4						
Step 1 \$45.65/2\$49.15/3\$50.90/4\$52.65/5\$54.40/6\$56.15						
JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
	12/01/2011	\$48.500				
LABORER	06/01/2010	\$44.750	12/01/2010	\$46.000	06/01/2011	\$47.000
	12/01/2011	\$48.250				
APPRENTICE: LABORER - Zone 2						
Ratio	Step	1	2	3	4	
1:5	%	60.00	70.00	80.00	90.00	
Apprentice wages shall be no less than the following: See change in memo						
Step 1 \$34.61/2\$37.10/3\$40.18/4\$42.97						
LABORER: CARPENTER TENDER	06/01/2010	\$44.750	12/01/2010	\$46.000	06/01/2011	\$47.000
	12/01/2011	\$48.250				
LABORER: CEMENT FINISHER TENDER	06/01/2010	\$44.750	12/01/2010	\$46.000	06/01/2011	\$47.000
	12/01/2011	\$48.250				
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	06/01/2010	\$44.750	12/01/2010	\$46.000	06/01/2011	\$47.000
	12/01/2011	\$48.250				
LABORER: MASON TENDER	06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
	12/01/2011	\$48.500				

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Awarding Authority: Marlborough Community Development Authority

Contract Number:

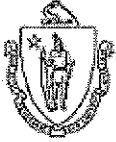
City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification	Effective Dates and Total Rates								
LABORER: MULTI-TRADE TENDER	06/01/2010	\$44.750	12/01/2010	\$46.000	06/01/2011	\$47.000			
	12/01/2011	\$48.250							
LABORER: TREE REMOVER	06/01/2010	\$44.750	12/01/2010	\$46.000	06/01/2011	\$47.000			
	12/01/2011	\$48.250							
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines.									
LASER BEAM OPERATOR	06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250			
	12/01/2011	\$48.500							
MARBLE & TILE FINISHERS	02/01/2010	\$56.950	08/01/2010	\$58.470	02/01/2011	\$59.270			
	08/01/2011	\$60.950	02/01/2012	\$61.740					
APPRENTICE: MARBLE & TILE FINISHER - Local 3 Marble & Tile									
Ratio	Step	1	2	3	4	5			
1:3	%	50.00	60.00	70.00	80.00	90.00			
Apprentice wages shall be no less than the following:			Steps are 800 hrs.						
Step 1\$39.66/2\$43.11/3\$46.57/4\$50.03/5\$53.49									
MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2010	\$68.050	08/01/2010	\$69.950	02/01/2011	\$70.940			
	08/01/2011	\$73.040	02/01/2012	\$74.030					
APPRENTICE: MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile									
Ratio	Step	1	2	3	4	5			
1:3	%	50.00	60.00	70.00	80.00	90.00			
Apprentice wages shall be no less than the following:									
Step 1\$45.73/2\$50.19/3\$54.66/4\$59.12/5\$63.59									
MECH. SWEEPER OPERATOR (NON-CONSTRUCTION)	07/01/2009	\$28.890	07/01/2010	\$29.590	07/01/2011	\$30.290			
MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2010	\$59.380	12/01/2010	\$60.630					
MECHANICS MAINTENANCE	06/01/2010	\$59.380	12/01/2010	\$60.630					
MILLWRIGHT (Zone 2)	04/01/2010	\$53.990							
APPRENTICE: MILLWRIGHT - Local 1121 Zone 2									
Ratio	Step	1	2	3	4	5	6	7	8
1:5	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00
Apprentice wages shall be no less than the following:									
Step 1\$33.70/2\$35.28/3\$38.33/4\$39.91/5\$42.96/6\$44.55/7\$46.16/8\$47.74									
MORTAR MIXER	06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250			
	12/01/2011	\$48.500							
OILER (OTHER THAN TRUCK CRANES, GRADALLS)	06/01/2010	\$42.430	12/01/2010	\$43.170					
OILER (TRUCK CRANES, GRADALLS)	06/01/2010	\$45.500	12/01/2010	\$46.330					
OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2010	\$59.380	12/01/2010	\$60.630					
PAINTER (BRIDGES/TANKS)	01/01/2010	\$63.410							

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Massachusetts General Laws, Chapter 149, Sections 26 to 27H



JOANNE F. GOLDSTEIN
Secretary of Labor and Workforce Development

GEORGE E. NOEL
Director of Labor

HEATHER E. ROWE
Acting Commissioner of
Division of Occupational Safety

Awarding Authority: Marlborough Community Development Authority

Contract Number:

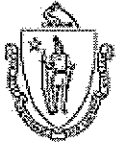
City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification		Effective Dates and Total Rates									
APPRENTICE: PAINTER Local 35 - BRIDGES/TANKS											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00		
Apprentice wages shall be no less than the following:						Steps are 750 hrs.					
Step 1 \$29.31/2\$34.43/3\$36.85/4\$39.27/5\$48.89/6\$51.31/7\$53.73/8\$58.57											
PAINTER (SPRAY OR SANDBLAST, NEW) *						01/01/2010	\$54.310				
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.											
APPRENTICE: PAINTER Local 35 Zone 2 - Spray/Sandblast - New											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00		
Apprentice wages shall be no less than the following:											
Step 1 \$24.76/2\$31.85/3\$33.55/4\$32.24/5\$44.14/6\$45.83/7\$47.53/8\$50.92											
PAINTER (SPRAY OR SANDBLAST, REPAINT)						01/01/2010	\$52.370				
APPRENTICE: PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00		
Apprentice wages shall be no less than the following:											
Step 1 \$23.79/2\$30.78/3\$32.38/4\$33.98/5\$42.78/6\$44.38/7\$45.98/8\$49.17											
PAINTER (TRAFFIC MARKINGS)						06/01/2010	\$44.750	12/01/2010	\$46.000	06/01/2011	\$47.000
						12/01/2011	\$48.250				
PAINTER / TAPER (BRUSH, NEW) *						01/01/2010	\$52.910				
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.											
APPRENTICE: PAINTER - Local 35 Zone 2 - BRUSH NEW											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00		
Apprentice wages shall be no less than the following:						Steps are 750 hrs.					
Step 1 \$23.86/2\$28.43/3\$30.31/4\$32.18/5\$41.26/6\$43.13/7\$45.01/8\$48.76											
PAINTER / TAPER (BRUSH, REPAINT)						01/01/2010	\$50.970				
APPRENTICE: PAINTER Local 35 Zone 2 - BRUSH REPAINT											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00		
Apprentice wages shall be no less than the following:						Steps are 750 hrs.					
Step 1 \$22.89/2\$27.36/3\$29.14/4\$30.92/5\$39.90/6\$41.68/7\$43.46/8\$47.01											
PANEL & PICKUP TRUCKS DRIVER						06/01/2010	\$43.660	12/01/2010	\$44.260	06/01/2011	\$45.010
						12/01/2011	\$45.670	06/01/2012	\$46.320	12/01/2012	\$47.350
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)						08/01/2009	\$60.220	08/01/2010	\$62.570	08/01/2011	\$65.320
PILE DRIVER						08/01/2009	\$60.220	08/01/2010	\$62.570	08/01/2011	\$65.320

This wage schedule must be posted at the work site in accordance with M.G.L. c. 149, § 27. Failure of the employer to pay "prevailing wage rates," which are the minimum wage rates listed above, on public works projects is a violation of M.G.L. c. 149, § 27. Employees not receiving such rates should report the violation to the Office of Fair Labor and Business Practices, 100 Cambridge Street, Boston, MA 02108; Tel: 617-727-3465. For any questions about the wage rates or classifications included on the wage schedule, please call DOS at 617-626-6952.



DEVAL L. PATRICK
Governor
TIMOTHY P. MURRAY
Lieutenant Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF OCCUPATIONAL SAFETY

Prevailing Wage Rates

As determined by the Commissioner under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H



JOANNE F. GOLDSTEIN
Secretary of Labor and Workforce Development
GEORGE E. NOEL
Director of Labor
HEATHER E. ROWE
Acting Commissioner of
Division of Occupational Safety

Awarding Authority: Marlborough Community Development Authority

Contract Number:

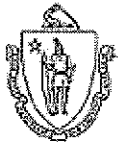
City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification		Effective Dates and Total Rates									
APPRENTICE: PILE DRIVER - Local 56 Zone 1											
Ratio	Step	1	2	3	4	5	6	7	8		
1:3	%	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00		
Apprentice wages shall be no less than the following:											
Step 1\$45.35/2\$47.21/3\$49.07/4\$50.93/5\$52.79/6\$54.64/7\$56.50/8\$58.36											
PIPEFITTER & STEAMFITTER						03/01/2010	\$68.730				
APPRENTICE: PIPEFITTER - Local 537											
Ratio	Step	1	2	3	4	5					
**	%	40.00	45.00	60.00	70.00	80.00					
Apprentice Rates-Step1\$33.94/2\$43.38/3\$50.29/4\$54.90/5\$59.51						** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.					
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)											
PIPELAYER						06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
						12/01/2011	\$48.500				
PLUMBERS & GASFITTERS						03/01/2010	\$67.500				
APPRENTICE: PLUMBER - Local 12											
Ratio	Step	1	2	3	4	5					
**	%	35.00	40.00	55.00	65.00	75.00					
Apprentice wages shall be no less than the following:						** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr					
Step 1\$30.03/2\$32.90/3\$41.57/4\$47.32/ 4w/lic\$50.20 /5\$53.07/ 5w/lic\$55.98											
PNEUMATIC CONTROLS (TEMP.)						03/01/2010	\$68.730				
PNEUMATIC DRILL/TOOL OPERATOR						06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
						12/01/2011	\$48.500				
POWDERMAN & BLASTER						06/01/2010	\$45.750	12/01/2010	\$47.000	06/01/2011	\$48.000
						12/01/2011	\$49.250				
POWER SHOVEL/DERRICK/TRENCHING MACHINE						06/01/2010	\$59.730	12/01/2010	\$60.980		
PUMP OPERATOR (CONCRETE)						06/01/2010	\$59.730	12/01/2010	\$60.980		
PUMP OPERATOR (DEWATERING, OTHER)						06/01/2010	\$48.760	12/01/2010	\$49.690		
READY-MIX CONCRETE DRIVER						05/01/2010	\$33.980				
RECLAIMERS						06/01/2010	\$59.380	12/01/2010	\$60.630		
RESIDENTIAL WOOD FRAME CARPENTER **						04/01/2009	\$35.620				
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.											
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.											
APPRENTICE: CARPENTER (Residential Wood Frame) - Zone 2											
Ratio	Step	1	2	3	4	5	6	7	8		
1:5	%	60.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00		
Apprentice wages shall be no less than the following:											
Step 1\$20.13/2\$26.04/3\$27.23/4\$28.43/5\$29.63/6\$30.83/7\$32.03/8\$33.22											

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EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF OCCUPATIONAL SAFETY

Prevailing Wage Rates

As determined by the Commissioner under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H



JOANNE F. GOLDSTEIN
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HEATHER E. ROWE
Acting Commissioner of
Division of Occupational Safety

Awarding Authority: Marlborough Community Development Authority

Contract Number:

City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification	Effective Dates and Total Rates					
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2010	\$45.000	12/01/2010	\$46.250	06/01/2011	\$47.250
	12/01/2011	\$48.500				
ROLLER/SPREADER/MULCHING MACHINE	06/01/2010	\$59.380	12/01/2010	\$60.630		
ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg)	02/01/2009	\$53.860				
APPRENTICE: ROOFER - Local 33						
Ratio Step 1 2 3 4 5						
** % 50.00 60.00 65.00 75.00 85.00						
** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1						
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.						
Apprentice rates no less than: Step 1 \$34.48/2 \$40.86/3 \$42.58/4 \$46.02/5 \$49.50						
SHEETMETAL WORKER	02/01/2010	\$63.470	08/01/2010	\$64.720	02/01/2011	\$65.970
	08/01/2011	\$67.220	02/01/2012	\$68.470	08/01/2012	\$69.720
	02/01/2013	\$70.970				
APPRENTICE: SHEET METAL WORKER - Local 17-A						
Ratio Step 1 2 3 4 5 6 7						
1:4 % 40.00 45.00 50.00 60.00 65.00 75.00 85.00						
Apprentice wages shall be no less than the following:						
Steps 1-3 are 1 year; Steps 4-7 are 6 mos.						
Step 1 \$15.75/2 \$26.51/3 \$35.36/4 \$37.38/5 \$46.40/6 \$55.63						
SIGN ERECTOR	06/01/2009	\$37.780				
APPRENTICE: SIGN ERECTOR - Local 35 Zone 2						
Ratio Step 1 2 3 4 5 6 7 8 9						
1:1 % 50.00 55.00 60.00 65.00 70.00 75.00 80.00 85.00 90.00						
Steps are 4 mos.						
SLATE / TILE / PRECAST CONCRETE ROOFER	02/01/2009	\$54.110				
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	06/01/2010	\$44.120	12/01/2010	\$44.720	06/01/2011	\$45.470
	12/01/2011	\$46.130	06/01/2012	\$46.780	12/01/2012	\$47.810
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/2010	\$44.410	12/01/2010	\$45.010	06/01/2011	\$45.760
	12/01/2011	\$46.420	06/01/2012	\$47.070	12/01/2012	\$48.100
SPRINKLER FITTER	04/01/2010	\$69.550				
APPRENTICE: SPRINKLER FITTER - Local 550						
Ratio Step 1 2 3 4 5 6 7 8 9 10						
1:1 % 40.00 45.00 50.00 55.00 60.00 65.00 70.00 75.00 80.00 85.00						
Apprentice wages shall be no less than the following steps:						
1 \$35.04/2 \$37.82/3 \$40.60/4 \$43.38/5 \$46.16/6 \$48.94/7 \$51.72/8 \$54.50/9 \$57.28/10 \$60.06						
STEAM BOILER OPERATOR	06/01/2010	\$59.380	12/01/2010	\$60.630		
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2010	\$59.380	12/01/2010	\$60.630		
TERRAZZO FINISHERS	02/01/2010	\$66.950	08/01/2010	\$68.850	02/01/2011	\$69.840
	08/01/2011	\$71.940	02/01/2012	\$72.930		

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Awarding Authority: Marlborough Community Development Authority

Contract Number:

City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification		Effective Dates and Total Rates					
APPRENTICE: TERRAZZO FINISHER - Local 3 Marble & Tile							
Ratio	Step	1	2	3	4	5	
1:3	%	50.00	60.00	70.00	80.00	90.00	
Apprentice wages shall be no less than the following:		Steps are 800 hrs.					
Step 1 \$45.18/2 \$49.53/3 \$53.89/4 \$58.24/5 \$62.60							
TEST BORING DRILLER					06/01/2010	\$49.500	12/01/2010 \$50.750 06/01/2011 \$51.750
					12/01/2011	\$53.000	
TEST BORING DRILLER HELPER					06/01/2010	\$48.220	12/01/2010 \$49.470 06/01/2011 \$50.470
					12/01/2011	\$51.720	
TEST BORING LABORER					06/01/2010	\$48.100	12/01/2010 \$49.350 06/01/2011 \$50.350
					12/01/2011	\$51.600	
TRACTORS/PORTABLE STEAM GENERATORS					06/01/2010	\$59.380	12/01/2010 \$60.630
TRAILERS FOR EARTH MOVING EQUIPMENT					06/01/2010	\$44.700	12/01/2010 \$45.300 06/01/2011 \$46.050
					12/01/2011	\$46.710	06/01/2012 \$47.360 12/01/2012 \$48.390
TUNNEL WORK - COMPRESSED AIR					06/01/2010	\$60.680	12/01/2010 \$61.930 06/01/2011 \$63.180
					12/01/2011	\$64.430	
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)					06/01/2010	\$62.680	12/01/2010 \$63.930 06/01/2011 \$65.180
					12/01/2011	\$66.430	
TUNNEL WORK - FREE AIR					06/01/2010	\$52.750	12/01/2010 \$54.000 06/01/2011 \$55.250
					12/01/2011	\$56.500	
TUNNEL WORK - FREE AIR (HAZ. WASTE)					06/01/2010	\$54.750	12/01/2010 \$56.000 06/01/2011 \$57.250
					12/01/2011	\$58.500	
VAC-HAUL					06/01/2010	\$44.120	12/01/2010 \$44.720 06/01/2011 \$45.470
					12/01/2011	\$46.130	06/01/2012 \$46.780 12/01/2012 \$47.810
VOICE-DATA-VIDEO TECHNICIAN					06/01/2010	\$40.010	
APPRENTICE: TELECOMMUNICATION TECHNICIAN - Local 96							
Ratio	Step	1	2	3	4	5	6 7 8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00 80.00 85.00
Apprentice wages shall be no less than the following:							
Step 1 \$20.87/2 \$22.21/3 \$29.25/4 \$30.59/5 \$31.94/6 \$33.28/7 \$34.63/8 \$35.97							
WAGON DRILL OPERATOR					06/01/2010	\$45.000	12/01/2010 \$46.250 06/01/2011 \$47.250
					12/01/2011	\$48.500	
WASTE WATER PUMP OPERATOR					06/01/2010	\$59.730	12/01/2010 \$60.980
WATER METER INSTALLER					03/01/2010	\$67.500	
Outside Electrical - East							
CABLE TECHNICIAN (Power Zone)					08/31/2009	\$32.830	08/30/2010 \$34.050 08/29/2011 \$35.310
CABLEMAN (Underground Ducts & Cables)					08/31/2009	\$42.590	08/30/2010 \$44.320 08/29/2011 \$46.110
DRIVER / GROUNDMAN CDL					08/31/2009	\$37.940	08/30/2010 \$39.360 08/29/2011 \$40.830
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)					08/31/2009	\$30.780	08/30/2010 \$31.890 08/29/2011 \$33.050
EQUIPMENT OPERATOR (Class A CDL)					08/31/2009	\$46.590	08/30/2010 \$48.320 08/29/2011 \$50.110

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Awarding Authority: Marlborough Community Development Authority

Contract Number:

City/Town: MARLBOROUGH

Description of Work: Housing rehab project including lead and/or asbestos abatement, plumbing, electrical

Job Location: 223 & 275 Mechanic St., 16 Clinton St.

Classification		Effective Dates and Total Rates					
EQUIPMENT OPERATOR (Class B CDL)		08/31/2009	\$40.240	08/30/2010	\$41.760	08/29/2011	\$43.340
GROUNDMAN		08/31/2009	\$30.280	08/30/2010	\$31.390	08/29/2011	\$32.550
GROUNDMAN -Inexperienced (<2000 Hrs.)		08/31/2009	\$25.920	08/30/2010	\$26.840	08/29/2011	\$27.790
JOURNEYMAN LINEMAN		08/31/2009	\$55.480	08/30/2010	\$57.510	08/29/2011	\$59.620
APPRENTICE: LINEMAN (Outside Electrical) - East Local 104							
Ratio	Step	1	2	3	4	5	6
1:2	%	60.00	65.00	70.00	75.00	80.00	85.00
							90.00
Apprentice wages shall be no less than the following:							
Step 1 \$39.06/2\$41.11/3\$43.17/4\$45.22/5\$47.27/6\$49.32/7\$51.38							
TELEDATA CABLE SPLICER		03/01/2007	\$27.330				
TELEDATA LINEMAN/EQUIPMENT OPERATOR		03/01/2007	\$27.330				
TELEDATA WIREMAN/INSTALLER/TECHNICIAN		03/01/2007	\$27.330				
TREE TRIMMER		02/01/2009	\$19.010				
This classification applies only to the trimming of branches on and around utility lines.							
TREE TRIMMER GROUNDMAN		02/01/2009	\$17.060				
This classification applies only to the trimming of branches on and around utility lines.							

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified.

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** Multiple ratios are listed in the comment field.
- *** The job site ratio of 2 apprentices (APP) for every 3 journeymen (JM) is allowed as follows:
1 JM: 1 APP; 2-3 JM: 2 APP; 4-6 JM: 4 APP; 7-9 JM: 6 APP; 10-12 JM: 8 APP; 13-15 JM: 10 APP; etc.
- **** The job site ratio of 2 apprentices (APP) for every 3 journeymen (JM) is allowed as follows:
1-2 JM: 1 APP; 3-4 JM: 2 APP; 5 JM: 3 APP; 6-7 JM: 4 APP; 8 JM: 5 APP; etc.

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Print Name & Title:

NOTE: Every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit, on a weekly basis, a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those reports for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work, a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF COMPLIANCE

_____, 200_____

I, _____,
(Name of signatory party) (Title)

do hereby state that I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____

Title _____

Job Safety and Health It's the law!

OSHA

Occupational Safety
and Health Administration
U.S. Department of Labor

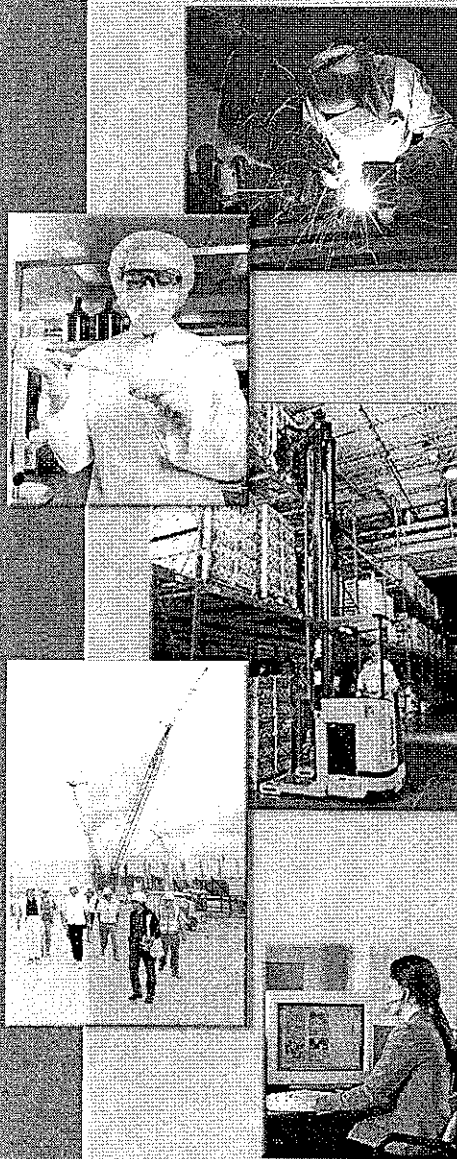
EMPLOYEES

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the *OSH Act*.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the *OSH Act* that apply to your own actions and conduct on the job.

EMPLOYERS

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the *OSH Act*.

This free poster available from OSHA –
The Best Resource for Safety and Health



Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA-supported consultation programs in each state.

1-800-321-OSHA
www.osha.gov

OSHA 3165-12-06R

Seguridad y Salud en el Trabajo ¡Es la Ley!



Administración de Seguridad y Salud Ocupacional

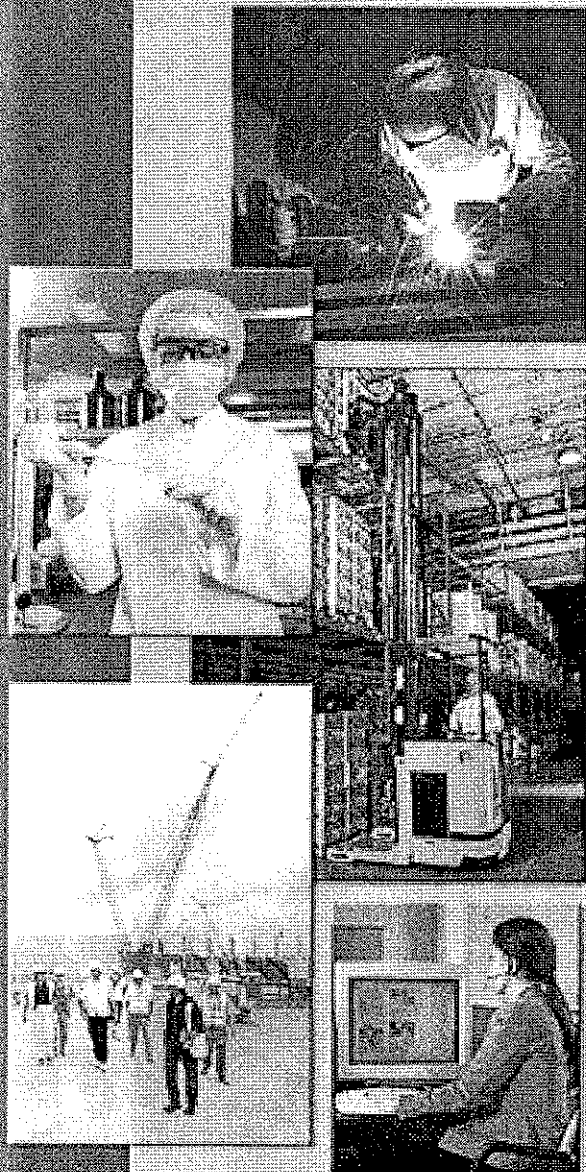
Departamento del Trabajo de los Estados Unidos

EMPLEADOS:

- Usted tiene el derecho de notificar a su empleador o a la OSHA sobre peligros en el lugar de trabajo. Usted también puede pedir que la OSHA no revele su nombre.
- Usted tiene el derecho de pedir a la OSHA que realice una inspección si usted piensa que en su trabajo existen condiciones peligrosas o poco saludables. Usted o su representante pueden participar en esa inspección.
- Usted tiene 30 días para presentar una queja ante la OSHA si su empleador llega a tomar represalias o discriminar en su contra por haber denunciado la condición de seguridad o salud o por ejercer los derechos consagrados bajo la Ley OSH.
- Usted tiene el derecho de ver las citaciones enviadas por la OSHA a su empleador. Su empleador debe colocar las citaciones en el lugar donde se encontraron las supuestas infracciones o cerca del mismo.
- Su empleador debe corregir los peligros en el lugar de trabajo para la fecha indicada en la citación y debe certificar que dichos peligros se hayan reducido o desaparecido.
- Usted tiene derecho de recibir copias de su historial o registro médico y el registro de su exposición a sustancias o condiciones tóxicas o dañinas.
- Su empleador debe colocar este aviso en su lugar de trabajo.
- Usted debe cumplir con todas las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSH que sean aplicables a sus propias acciones y conducta en el trabajo.

EMPLEADORES:

- Usted debe proporcionar a sus empleados un lugar de empleo libre de peligros conocidos.
- Usted debe cumplir con las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSH.



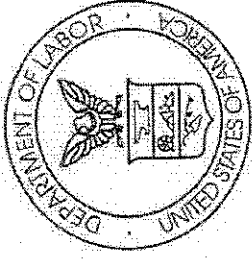
Los empleadores pueden obtener ayuda gratis para identificar y corregir las fuentes de peligro y para cumplir con las normas, sin citación ni multa, por medio de programas de consulta respaldados por la OSHA en cada estado del país.

1-800-321-OSHA

www.osha.gov

OSHA 1047-01-075

NOTICE TO ALL EMPLOYEES



Working on Federal or Federally Financed Construction Projects

MINIMUM WAGES

You must be paid not less than the wage rate in the schedule posted with this Notice for the kind of work you perform.

OVERTIME

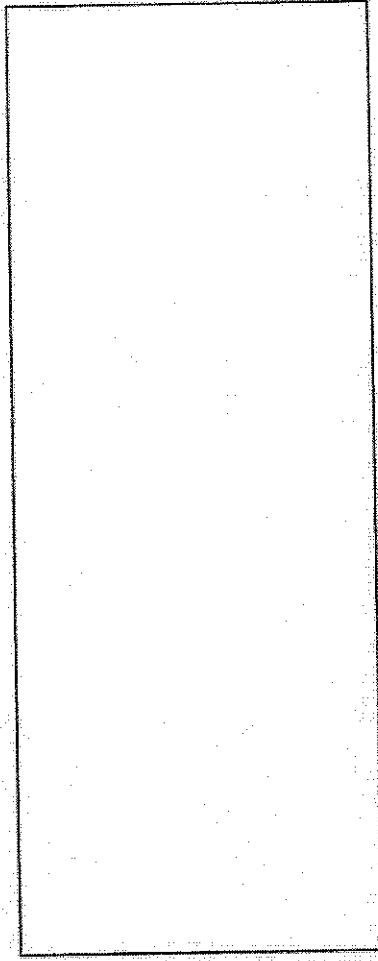
You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 a week. There are some exceptions.

APPRENTICES

Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

PROPER PAY

If you do not receive proper pay, contact the Contracting Officer listed below:



or you may contact the nearest office of the Wage and Hour Division, U.S. Department of Labor. The Wage and Hour Division has offices in several hundred communities throughout the country. They are listed in the U.S. Government section of most telephone directories under:

**U.S. Department of Labor
Employment Standards Administration**

WH Publication 1321
Revised January 1986

☆ U.S. GOVERNMENT PRINTING OFFICE: 1986-208-657

U.S. Department of Labor
Employment Standards
Administration
Wage and Hour Division



Equal Employment Opportunity is THE LAW

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under the following Federal authorities:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

VIETNAM ERA, SPECIAL DISABLED, RECENTLY SEPARATED, AND OTHER PROTECTED VETERANS

38 U.S.C. 4312 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans, qualified special disabled veterans, recently separated veterans, and other protected veterans.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210 or call (202) 693-0101, or an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Private Employment, State and Local Governments, Educational Institutions

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under the following Federal laws:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex or national origin.

DISABILITY

The Americans with Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all of these Federal laws.

If you believe that you have been discriminated against under any of the above laws, you should contact immediately:

The U.S. Equal Employment Opportunity Commission (EEOC), 1801 L Street, N.W., Washington, D.C. 20507 or an EEOC field office by calling toll free (800) 669-4000. For individuals with hearing impairments, EEOC's toll free TDD number is (800) 669-6820.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX

In addition to the protection of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal assistance.

INDIVIDUALS WITH DISABILITIES

Sections 501, 504 and 505 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance in the federal government. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

If you believe you have been discriminated against in a program of any institution which receives Federal assistance, you should contact immediately the Federal agency providing such assistance.

La Igualdad De Oportunidades De Empleo Es LA LEY

Empleadores con Contratos o Subcontratos Federales

Solicitantes de empleo y empleados de compañías privadas que tienen un contrato o subcontrato federal son protegidos por las siguientes autoridades federales:

RAZA, COLOR, RELIGION, SEXO, ORIGEN NACIONAL

La Orden del Poder Ejecutivo 11246, según enmendada, prohíbe la discriminación en el empleo por razón de raza, color, religión, sexo u origen nacional, y requiere programas de acción afirmativa para asegurar la igualdad de oportunidades en todos los aspectos de empleo.

INDIVIDUOS CON IMPEDIMENTOS

La Sección 503 de la Ley de Rehabilitación de 1973, según enmendada, prohíbe la discriminación en el empleo por razón de impedimento y requiere programas de acción afirmativa en la contratación y ascenso de personas calificadas con impedimentos que, con comodidad razonable, pueden desempeñar las funciones esenciales del empleo.

VETERANOS DE LA ERA DE VIETNAM, VETERANOS CON IMPEDIMENTOS ESPECIALES, Y OTROS VETERANOS PROTEGIDOS

38 U.S.C. 4212 de la Ley de Asistencia para la Readaptación de los Veteranos de Vietnam prohíbe la discriminación en el empleo y exige programas de acción afirmativa en la contratación y ascenso de veteranos calificados de Vietnam y de veteranos calificados con impedimentos especiales.

Cualquier persona que crea que un contratista no ha cumplido con sus obligaciones referentes a la no discriminación o los programas de acción afirmativa bajo las leyes anteriormente mencionadas debe comunicarse de inmediato con:

The Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210 o llamar al (202) 693-0101, o una oficina regional o de distrito del OFCCP listado bajo el título U.S. Government, Department of Labor.

Empleadores Privados, Gobiernos Estatales y Locales, Instituciones de Enseñanza

Las siguientes leyes federales protegen solicitantes de empleo y empleados de la mayoría de los empleadores privados, gobiernos estatales y locales, instituciones de enseñanza, agencias de empleo y organizaciones laborales:

RAZA, COLOR, RELIGION, SEXO, ORIGEN NACIONAL

El Título VII de la Ley de Derechos Civiles de 1964, según enmendada, prohíbe la discriminación en el empleo por razón de raza, color, religión, sexo u origen nacional en la contratación, promoción, despido, pago, beneficios suplementarios, programas de adiestramiento, clasificación de empleo, reclutamiento y bajo cualquier otro término y condición de empleo.

IMPEDIMENTO

La Ley para Personas con Impedimentos de 1990, según enmendada, protege solicitantes de empleados y empleadores con impedimentos contra la discriminación en la contratación, promoción, despido, pago, programas de adiestramiento, beneficios suplementarios, clasificación, asignación, y otros aspectos de empleo por razón de impedimento. La ley también exige que toda entidad comprendida proporcione a solicitantes de empleo y empleados calificados con impedimentos comodidad razonable al menos que esto cause dificultad excesiva.

EDAD

La Ley Contra la Discriminación en el Empleo por Razón de Edad de 1967, según enmendada, protege solicitantes de empleo y empleados de 40 años de edad o más de la discriminación en el empleo por razón de edad en la contratación, promoción, despido, pago, y bajo cualquier otro término, condición o privilegio de empleo.

SEXO (PAGO)

Además del Título VII de la Ley de Derechos Civiles de 1964 (anteriormente descrita), la Ley de Igualdad en el Pago de 1963, según enmendada, prohíbe la discriminación por razón de sexo en el pago de salario a mujeres y hombres que realizan trabajos sustancialmente iguales en el mismo lugar de trabajo.

Tomar represalia contra una persona que haya presentado una denuncia de discriminación, participe en una investigación, o se oponga a una práctica ilegal de empleo es prohibido por todas estas leyes federales.

Si usted cree que ha sido discriminado bajo cualquiera de las leyes descritas, debe comunicarse de inmediato con:

La Comisión de Igualdad de Oportunidades de Empleo (EEOC), 1801 L Street, N.W., Washington, D.C. 20507 o con una oficina local de la Comisión. Llame gratuitamente al (800) 669-4000. Para personas con impedimentos auditivos, el número sin cargo de la Comisión por el sistema TDD es (800) 669-6820.

Programas o Actividades que Reciben Subsidios Federales

RAZA, COLOR, ORIGEN NACIONAL, SEXO

Además del amparo que brinda el Título VII de la Ley de Derechos Civiles de 1964, el Título VI de la ley prohíbe la discriminación por razón de raza, color, u origen nacional en programas o actividades que reciben subsidios federales. Discriminación en el empleo está comprendida bajo el Título VI si el objetivo primordial del subsidio es proporcionar empleos y en los casos en que la discriminación en el empleo causa o podría causar discriminación en la prestación de servicios de esos programas. El Título IX de las Enmiendas de Educación de 1972 prohíbe la discriminación en el empleo por razón de sexo en programas o actividades educacionales que reciben subsidios federales.

INDIVIDUOS CON IMPEDIMENTOS

La Sección 504 de la Ley de Rehabilitación de 1973, según enmendada, prohíbe la discriminación en el empleo por razón de impedimentos en cualquier programa o actividad que recibe subsidios del gobierno federal. Se prohíbe la discriminación en todas las modalidades de empleo contra personas con impedimentos físicos y mentales que, con comodidad razonable, pueden desempeñar las funciones esenciales del empleo.

Si usted cree que ha sido discriminado en el empleo en un programa de cualquier institución que recibe subsidios federales, debe comunicarse de inmediato con la agencia federal que otorga el subsidio.



RIGHT TO KNOW WORKPLACE NOTICE

The Commonwealth of Massachusetts
Department of Labor and Workforce Development
Division of Occupational Safety

Angelo Buonopane
Director

Robert J. Prezioso
Deputy Director

The **RIGHT TO KNOW LAW**, Chapter 111F of the Massachusetts General Laws, provides rights to Public Sector employees* regarding the communication of information on toxic and hazardous substances. These rights include:

WORKPLACE NOTICE- A notice must be posted in a central location in the workplace informing employees of their rights under the law. The notice must be in the English language. In workplaces where employees' first language is other than English, the notice must be posted in that language.

TRAINING- Employers must provide an annual training program to employees who work with toxic or hazardous substances. New employees must receive training within thirty days from date of hire. The training program must be conducted by a competent person and may be in the form of verbal and/or written instruction. At a minimum, training must include an explanation of employee rights, information on how to read an MSDS, the specific hazards of the chemicals used, handled or stored in the workplace, the type of personal protective equipment to be worn, and information on labeling of hazardous substances. This training must be done with pay during the employee's normal work shift or work hours. A record of this training must be maintained by the employer.

MATERIAL SAFETY DATA SHEET (MSDS)- The Material Safety Data Sheet is the document that provides information on each toxic or hazardous substance used or stored in the workplace. An employee or his or her designated representative has the right to obtain and examine the MSDS for any toxic or hazardous substance to which the employee "is, has been, or may be", exposed, if the employee's request is made to the employer in writing. After four working days from the date the request is made, an employee can refuse to work with the substance under two circumstances:

1. The employer fails to: (a) furnish the employee with the MSDS and (b) furnish the employee with proof that the employer has exercised diligent effort to obtain the MSDS, either through the manufacturer or through the Deputy Director of the Division of Occupational Safety, or,
2. The MSDS provided by the employer is incomplete or outdated.

LABELING- All containers in the workplace of more than five pounds or more than one gallon, containing toxic or hazardous substances, must be labeled with the chemical name of the substance. Containers of mixtures must be labeled with the chemical name of each toxic or hazardous constituent when the constituents comprise one percent or more of the mixture. Containers must also be labeled with the appropriate National Fire Prevention Association (NFPA) symbol if available. Labels must be clear, prominent, in English and weather resistant. There are some exceptions to the labeling requirements for containers which are labeled in accordance with certain Federal laws.

NON-DISCRIMINATION- An employee who believes he or she has been discharged, disciplined, or in any other manner discriminated against by an employer for exercising rights granted under the Law, has one hundred eighty days following the violation of the Law or following the date on which he or she obtained knowledge that a violation occurred, to file a complaint with the Deputy Director of the Division of Occupational Safety. A copy of the complaint must be sent to the employer at the same time by certified mail.

NOTE- The employee rights listed above are further defined in Chapter 111F of the Massachusetts General Laws and the Code of Massachusetts Regulations 454 CMR 21.00. Copies of the law and regulation can be obtained at the Statehouse Bookstore (Phone: 617-727-2834).

All Right-to Know Inquiries should be addressed to:
Division of Occupational Safety
1001 Watertown Street
West Newton, MA 02465
Phone: 617-969-7177
Fax: 617-727-4581

*Private sector employees in Massachusetts are covered by a similar regulation, the Hazard Communication Standard (29 CFR 1910.1200), enforced by the Federal Occupational Safety and Health Administration (OSHA 617-565-9860).

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